



WORK SAFETY AND HEALTH AND DISCIPLINE IN AFFECTING EMPLOYEE WORK PRODUCTIVITY IN PT. TRI KEESON UTAMA GARUT

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Abstract

PT. Tri Keeson Utama Garut is a company engaged in chocolate industry. This study aimed to determine the effect of work safety and health and discipline on employees' work productivity. The problem in this study was the achievement of unattainable production targets that were expected to occur due to work safety and health and discipline. This research was a quantitative research. The author conducted data collection through instruments in the form of questionnaires containing statements and distributed them to 50 respondents as a sample of all members of the population in the production section. The instruments made were then tested through validity and reliability testing. The analysis of the data used in this study was multiple regression analysis to test and prove the hypothesis. From the results of the research, work safety and health had a partial influence on employees' work productivity. Discipline also had an influence on employees' productivity at PT. Tri Keeson Utama Garut, and work safety and health and discipline simultaneously had a significant effect on employees' work productivity at PT. Tri Keeson Utama Garut.

Keywords: Work Safety, Health, Discipline, Work Productivity.

Abstrak

PT. Tri Keeson Utama Garut adalah perusahaan yang bergerak di industri cokelat. Penelitian ini bertujuan untuk mengetahui pengaruh keselamatan dan kesehatan kerja serta disiplin terhadap produktivitas kerja karyawan. Masalah dalam penelitian ini adalah pencapaian target produksi yang tidak dapat dicapai yang diharapkan terjadi karena keselamatan kerja dan kesehatan serta disiplin. Penelitian ini adalah penelitian kuantitatif. Penulis melakukan pengumpulan data melalui instrumen dalam bentuk kuesioner yang berisi pernyataan dan membagikannya kepada 50 responden sebagai sampel dari semua anggota populasi di bagian produksi. Instrumen yang dibuat belum diuji melalui uji validitas dan reliabilitas. Analisis data yang digunakan dalam penelitian ini adalah analisis regresi berganda untuk menguji dan membuktikan hipotesis. Dari hasil penelitian, keselamatan kerja dan kesehatan memiliki pengaruh parsial terhadap produktivitas kerja karyawan. Disiplin juga memiliki pengaruh terhadap produktivitas karyawan di PT. Tri Keeson Utama Garut, dan keselamatan kerja serta kesehatan dan disiplin secara bersamaan memiliki pengaruh yang signifikan terhadap produktivitas kerja karyawan di PT. Tri Keeson Utama Garut.

Kata Kunci: Keselamatan Kerja, Kesehatan, Disiplin, Produktivitas Kerja.

JEL: I0

1. Research Background

The rapid development and progress of the industrial world has spurred the development of various types of industrial goods, especially in Indonesia. Companies are

established with the hope of achieving rapid development and maximum profits to grow and in an effort to maintain production. Production activities are the core of a company that must be processed and considered seriously so that the company can have a good production division and become a benchmark for development for the company. Production organization or company is one of the important activities.

The productivity of an employee's work becomes an ongoing problem. The problem with productivity is also a strategic issue for companies that manage HR issues. Productivity is a relationship between output and resources used in producing the output. Productivity is a measure of productive efficiency, which compares input and output. The input results are always limited to labor, and output can be measured in physical unit, form, and value (Sutrisno 2016). Therefore, it can be said that productivity has two dimensions. The first dimension leads to effectiveness, namely a maximum achievement of work with the achievement of targets associated with quality, quantity, and time. While efficiency is related to efforts to compare input with the realization of its use, or how the work is carried out.

The contributing factor for enhancing labor productivity effectively and efficiently is the productivity of labor safety and health. Work safety and health play an important role for the company because the impact of workplace accidents is detrimental not only to employees, but also to companies. Work safety and health are shown as a protection so that the workers and the people who work feel safe, healthy, and comfortable, so each source of production can be used safely and efficiently (Ardana 2012). In a company that cares about work safety and health, it is very important to pay attention in maintaining the safety and comfort of the work of the employees. In general, there are two factors that cause work accidents, namely human and their environment. The human factor is related to unsafe actions because they ignore the rules and conditions of work resulting in some unexpected things that are causing accidents at work.

In addition to work safety and health factors, discipline is also very important to improve employee work productivity. Singodimedjo in Sutrisno (2016) stated that discipline as a willing attitude an employee to obey all norms that apply.

Discipline is a requirement to help employees work productively which will help increase work productivity of employees. A person will carry out his work responsibly if the person has a very high sense of discipline. In order to always maintain a high level of discipline, rules and laws are needed in the company. Disciplinary actions are carried out, so employees are encouraged to follow standards and rules, so that violations can be prevented.

In relation to employees' work productivity, discipline certainly must be addressed so that employees can provide the best performance possible to achieve targets consistently. This research was conducted to find out whether work safety and health and discipline have an influence on employee work productivity at PT. Tri Keeson Utama Garut.

PT. Tri Keeson Utama is a company engaged in chocolate industry. This company only produces cocoa powder, cocoa powder blending/mixing, which is a chocolate powder product produced with marketing that is focused on processing industries. PT. Tri Keeson Utama supplies powdered chocolate as an ingredient for reprocessing for the entire industry in Indonesia.

1.1. Literature Review

1.1.1. Work Safety and Health

Work safety and health are shown as a protection so that employees and those who work feel safe and comfortable so that each production source can be used safely and efficiently (2012: 208). Work safety and health are very important to be considered to maintain the security and comfort of employees' work, which is the responsibility of employers.

1.1.2. Discipline

According to Singodimedjo (2002) in Sutrisno (2016:86), discipline is an attitude of

someone who is willing to obey all the norms of regulations that apply. Employees who have a good sense of discipline will achieve the goals faster while employees with low discipline will achieve company goals much slower. Discipline is needed both by the individuals and by the organization because a person's indiscipline can damage the organization's activities. In this study, the discipline in question was not only in the person, but also in the organization, such as obeying the rules in compensation, that should be done by leaders and other people related to the organization.

1.1.3. Work Productivity

Sutrisno (2016) stated that productivity is a measure of productive efficiency, which compares input and output. The input is limited to employees and the output can be measured in physical units, shapes, and values. It can be said that productivity has two dimensions. The first dimension leads to effectiveness, the second leads to efficiency.

1.1.4. Conceptual Framework

Work safety and health of employees need to be considered in a company regarding the importance of safety and comfort in carrying out work. It is important to do because it can enhance effectiveness and efficiency of work. If the security and comfort of work continue to be improved in a company, every work carried out will be resolved effectively and efficiently in the use of time and costs that have been incurred. Hence, work safety and work comfort have a positive effect on work productivity. In accordance with the results of research conducted by Kaligi (2013), there was significant influence of work safety and health on the increase in labor productivity.

Corporate organizations that pay attention to compensation, exemplary work, clear organizational rules, and consistency of supervision from good leaders tend to have high work discipline. If this is maintained, it can increase effectiveness and work efficiency. This proves that discipline has a positive effect on work productivity. In accordance with the research conducted by Labudo (2013) who stated that work discipline had a positive and significant effect on work productivity.

Based on the background of the problem and the study of theory, a framework can be formed as follows:

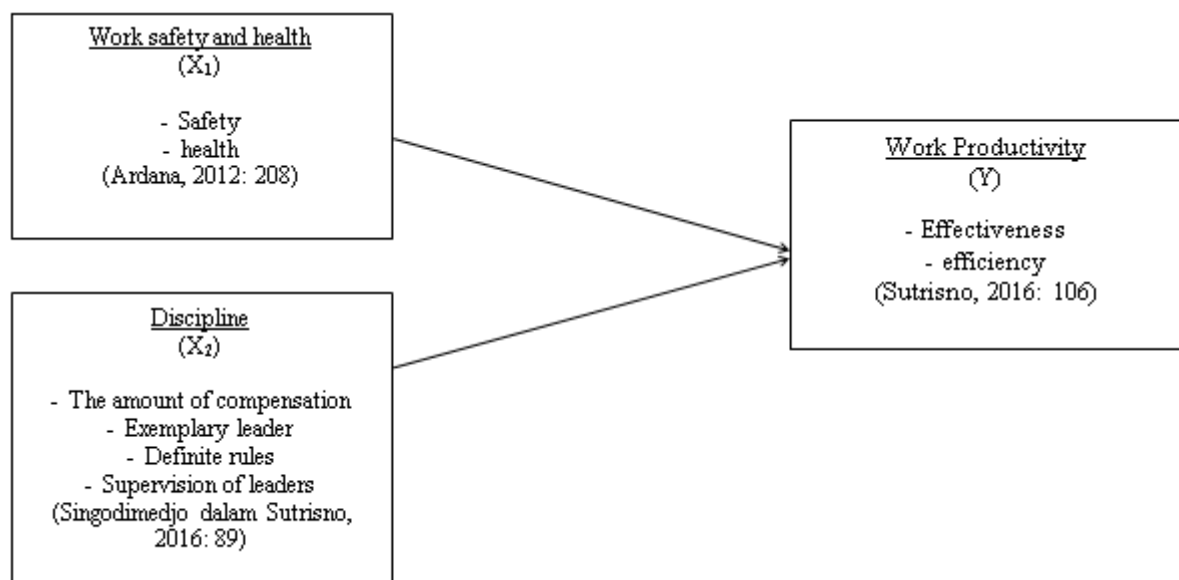


Figure 1. Thinking Framework Model

1.2. Research Hypothesis

The higher the level of work safety and the comfort of work, the more productive the work. Higher compensation, exemplary work, clarity of organizational rules and consistency of supervision from the leader can increase employee productivity. As a result, hypotheses of this study can be determined as follows: H1: Work Health and Safety have no significant effect on Employee Productivity, and H2: Discipline has a significant effect on Employee Productivity

2. Research Method

According to Sugiyono (2013), the research variable is any form of what has been established by researchers in order to obtain information and conclusion from it. Independent Variable are variables that influence or cause the changes or the emergence of dependent variables (Sugiyono 2013). In this study, the independent variables (x) were work safety and health (X₁) and discipline (X₂). Dependent variable is a variable that is influenced or becomes a result because of the existence of independent variables (Sugiyono 2013). In this study, the dependent variable (y) was Work Productivity.

The data processing that the author used was data analysis obtained from the results of research in the form of questionnaires, with the measurement scale used was the Likert scale. To calculate the weight value of respondents' responses obtained from a questionnaire distributed to employees of PT. Tri Keeson Utama with the granting of the following: 5 = Strongly Agree; 4 = Agree, 2-3 = Disagree; 1 = Strongly Disagree.

The population used was all employees of the production department PT. Tri Keeson Utama with the total of 50 people. The sample technique used for the employees of PT. Tri Keeson Utama Garut was Saturated Sampling. Saturated sampling is a sampling technique of using all members of the population as samples. Therefore, the sample in this study was the entire population of 50 people. The data collection techniques used were: first, field studies namely interviews and questionnaires and questionnaires. Second, library studies, a way of collecting data or information that is done by studying various literature, books or documents that are related to the problem to be studied. Multiple Linear Regression is a forecasting analysis tool of more independent variables on the dependent variable that can prove the relationship between two or more variables with one dependent variable.

The multiple linear regression equation was as follows:

$$Y' = a + b_1x_1 + b_2x_2 + \dots + b_nx_n$$

Information:

Y ' = dependent variable (predicted value)

a = constant

b = Regression coefficient (value of increase or decrease)

X₁& X₂ = Independent variable

In this test, the author used SPSS assistance (*Statistic Package For Social Science*).

3. Result and Discussion

Data analysis was done through the results of data processing performed. The results of data analysis can be seen in the output model summary and can be presented as follows:

Table 1. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.741 ^a	.550	.531	5.222

a. Predictors: (Constant), Discipline, WSnH

Source: SPSS 160 output, data processing results, 2017

It can be seen in the data in table 1 that the R was 0.741 or 74.1%. It can be said that there was a very strong relationship between Work safety and health and discipline towards employee work productivity because each variable had a close relationship.

Maintaining safety and health work is needed in any work. Discipline required, the level of compensation provided, exemplary leadership that exists within the company, clarity of rules and the leadership level of leadership are also needed in a company organization in an effort to increase productivity. Employees who feel safe and comfortable at work because the company maintains safety and health work can also be indicated by discipline in every work activity. If this is maintained, it can increase work productivity.

The results of regression analysis can be seen in the output model summary in Table 1. Based on the table, R^2 was obtained (RSquare) of 0.550 or (55%). This shows the influence of independent variables (work safety and health and discipline) on the dependent variable (work productivity) of 55%. Variations in the independent variables used in the model (Work safety and health and discipline) could explain the 55% of the variation in the dependent variable (work productivity). While the remaining 45% was influenced or even could be explained by other variables not examined by the researcher.

Two factors that influence productivity in this study, namely work safety and health and discipline, were assessed according to the results of the observation data because they were considered capable of explaining any changes that occurred in work productivity. There were several other factors that could affect work productivity, such as leadership, work motivation, training programs, career management and others. However, it was proven at the research site that occupational health and safety and discipline were considered appropriate to explain the current state of work productivity of employees at PT. Tri Keeson Utama Garut.

The significant level (α) specified in the study was 0.05. The influence of work safety and health on employee work productivity was partially tested by the following hypothesis:

H_0 : There is no significant influence work safety and health on employee productivity

H_1 : There is a significant effect between safety and health on employee productivity

Table 2. Test Results Significant Partial (Uji- t)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	4.080	5.691		0.717	0.477
1 WSnH	0.588	0.213	0.301	2.757	0.008
Discipline	0.605	0.118	0.558	5.114	0.000

a. Dependent Variable: Productivity

Source: Research Results for Primary Data Processing, 2017

The calculation result obtained t count equal to 2.757 with t table equal to 1.677 which means that t count > t table. Thus, the hypothesis, which stated that there was a partial influence Occupational Health and Safety towards employee work productivity is rejected. With positive

coefficient values, work safety and health has a positive effect on work productivity, so it can be explained that the higher the work safety and health, the higher the work productivity. The results of this study are consistent with the research conducted by Kaligi (2013) which explained that work safety and health has a positive and significant effect on employee work productivity. The more safety and health are considered, the better the ability of employees to work effectively and efficiently.

The effect of discipline on employee productivity have significant level (α) specified was 0.05, which means that whether or not there is an influence of discipline on employee work productivity is partially. According to table 2, it was obtained t count of 5.114 with t table of 1.677 which means that t count > t table, so the hypothesis which stated that there was a partial effect discipline on employee work productivity is rejected. With a coefficient that is positive means the higher the discipline, the higher the productivity. The results of this study are consistent with the research conducted by Labudo (2013) which explained that discipline has a positive and significant effect on employee work productivity. If the company pays attention to the compensation given, the prevailing work rules. The leader's example and the supervisory pattern of the leadership towards the employee can affect the ability of employees to work effectively and efficiently.

Knowing the influence of work safety and health and discipline on employee work productivity can lead to hypothesis testing to be done as follows:

H0: There is no significant difference between work safety and health and discipline on employee productivity.

H1: There is a significant effect between work safety and health and discipline on employee productivity.

Table 3. Significant Simultaneous Test Results (F-Test)

	Model	Sum of Squares	Df	Mean Square	F	Sig
1	Regression	1565.199	2	782.600	28.698	.000 ^a
	Residual	1281.681	47	27.270		
	Total	2846.880	49			

a. Predictors: (Constant), Discipline, WSnH

b. Dependent Variable: Produktivity

According to Table 3, it was obtained that f count value of 28,698 with f table of 3.20 which means that f count > f table, so H₀ is rejected because there is a significant influence between variables. Based on statistical testing criteria, it shows that there was a significant effect. Therefore, it can be concluded that work safety and health and discipline simultaneously influence the work productivity of employees.

This research analyzed the influence of work safety and health and discipline on employee work productivity. Based on the results of simultaneous testing that the two factors were judged to be precisely determined to predict each change in employee work productivity at PT. Tri Keeson Utama Garut.

4. Conclusion

There was a very strong relationship between work safety and health and discipline towards employee work productivity. There was also a partial influence on work safety and health towards employee work productivity. With positive coefficient values, work safety and health had a positive effect on work productivity. There could be a partial effect on discipline on employee work productivity. With a positive coefficient value, it can be explained that the higher the discipline, the higher the work productivity. Work safety and health and discipline

simultaneously influenced employee work productivity.

Companies need to pay attention to work safety and health and work discipline in increasing employee work productivity. The two factors determined in the study were assessed according to the results of the observation data because they were considered capable of explaining any changes that occurred in work productivity. There are several other factors that can affect work productivity, such as leadership, work motivation, training programs, career management and others. But what is proven in the work safety and health field and discipline is considered quite appropriate to explain the current state of employee productivity at PT. Tri Keeson Utama Garut.

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